



An Electronic Newsletter for Employees and Associates  
of the Michigan Department of Labor & Economic Growth

# e-DISCUSSIONS

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## From the Director

by David C. Hollister

Welcome to our first edition since we officially opened for business as the new Department of Labor & Economic Growth (DLEG) on Monday, Dec. 8th! Governor Jennifer M. Granholm signed Executive Order 2003-18 on Oct. 2nd creating DLEG to promote job creation and economic growth in Michigan by centralizing and streamlining the state's job, workforce, and economic development functions under one department. And what an exciting adventure it has been already!



David C. Hollister

We started the first week off as DLEG with a bang by being key players in two of Gov. Granholm's major initiatives: the Michigan Manufacturing Matters Summit on Dec. 8th and the Creating Cool Conference on Dec. 11th.



*Michigan's future is so bright we had to wear shades at the Creating Cool conference -and mine were slightly oversized!*

The Michigan Manufacturing Matters Summit was an opportunity for Gov. Granholm and staff to meet with business and labor leaders to discuss issues on how to make Michigan more attractive to our existing and new businesses and develop a consensus agenda to take to Washington, D.C. to seek federal action. Gov. Granholm also signed an executive directive for our new department to create an online "one-stop shop" called Michigan Timely Application and Permit Service ("MiTAPS") to reduce the bureaucracy and waiting period for businesses to get licenses and permits.

The other exciting event took place days later when a sold-out crowd of 1,300 people attended the "Creating Cool: Linking Culture, Community and the Economy" conference, co-sponsored by DLEG and the Department of History, Arts and Libraries (HAL). The conference featured an expert whose work I often refer to: Dr. Richard Florida, popular

for his book *The Rise of the Creative Class* and how it's transforming work, leisure, community and everyday life. I can assure you that you will be hearing more "Cool Cities" and "Manufacturing Matters" in future editions of this e-newsletter!

You may have noticed the e-newsletter has a new look, thanks to the winning DLEG logo design created by Gina DiNatale Coon, senior designer of the former Michigan Department of Career Development (now DLEG). Her design was the winning logo with 558 votes out of four finalist logos selected by DLEG employees. Thank you Gina for creating our new identity, which we will be using for years to come!

Everyone, don't forget to bookmark our employee Frequently Asked Questions at [http://www.cis.state.mi.us/dleg\\_faqs.htm](http://www.cis.state.mi.us/dleg_faqs.htm). I'm sure you will find the information helpful to help make our transition as seamless as possible in the weeks ahead as we become one DLEG family.

Happy Holidays to you and your families!

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### Habitat for Humanity Offers Building and Remodeling Materials at Deep Discount Prices at “ReStore” in Lansing

Many State of Michigan employees spend time as volunteers for Habitat for Humanity. In these times of reduced paychecks, there are ways that Habitat for Humanity can help State employees. Lansing residents have a treasure trove for home improvement right under their noses-and many of them don't even know it!

Located at 1137 Haco Drive, Habitat for Humanity Lansing's ReStore is a resale shop where new and gently used building and remodeling materials are available for half of retail prices. The ReStore is a neat, clean, organized hardware store that carries items that are in good, working condition. Many items are new or never used.

While stock changes daily, the ReStore often carries flooring, light fixtures, doors, windows, appliances, cabinetry-even the kitchen sink. Materials are donated by individuals and local companies, including Maloney Carpet, Hedlund Plumbing, Meijer, Lowe's, Home Depot, Dimondale Hardware, Ace Hardware, Grand Rapids Sash & Door, Lumbertown, Magnotta Builders, Tunde Interior Design, and Counterpoint Creations.

The mission of Habitat for Humanity Lansing's ReStore is twofold. First, by offering home improvement supplies at discount prices, homeowners and landlords are able to repair or improve their properties more affordably.

"Unfortunately, there is much more need for better housing in Lansing than we are set up to deal with ourselves. The ReStore helps improve housing in the community beyond what we can do directly," said Denise Paquette, Executive Director of Habitat for Humanity Lansing. "It's a way for us to serve more people."

In addition, money raised by sales at the ReStore supports the construction of Habitat homes in Greater Lansing.

The ReStore's hours are: Monday, 1-7 p.m.; Wednesday, 10 a.m.-3 p.m.; Thursday, 3-7 p.m.; and Friday, 10 a.m.-3 p.m. Volunteers are needed to help run the ReStore, and if you are interested in helping out, please call ReStore Manager Mel Winnicker at 374-6235.

If you are thinking about remodeling your kitchen or bathroom and are looking for affordable materials, stop by the ReStore. Or if you would like to donate materials, you can contact Mel Winnicker.

### Consumer's Corner is on the Air

DLEG is once again producing the monthly 30-minute “Consumer's Corner” show that focuses on helping Michigan families make informed consumer decisions.

The show is hosted by Director Hollister, produced in-house by DLEG staff and distributed to public access stations on cable systems across the state. The show is an opportunity to reach consumers at minimal cost. The December show topic is “Cool Cities” and January is “Worker Safety and Reducing Workers Comp Costs.”

For Consumer's Corner information, visit:

<http://www.cis.state.mi.us/consumerscorner/home.htm>



*Guests Irma Zuckerberg of DLEG and Lindy Buch of the Department of Education were the guests of the first Consumer's Corner hosted by Director Hollister.*



### 2003 Harvest Gathering Success

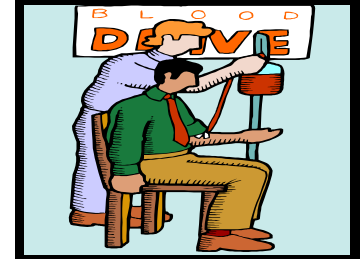
This year's Harvest Gathering was success. As of Nov, 25, the totals were: \$18,693.00 in cash donations and 65,287 pounds in food donations.

With state employees combining their efforts with other citizens and workers in the State of Michigan, the Harvest Gathering totals statewide were: \$264,348 in cash donations and 306,099 pounds in food donations. Way to go DLEG employees!

### Cadillac Place Blood Drives

The Unemployment Insurance Agency is sponsoring two blood drives in 2004. They are scheduled for January 29th and July 6th in Room L-500.

To schedule an appointment at the Cadillac Place, call 313-456-2145.



### Sold-Out 'Creating Cool' Conference is a Hit

Gov. Granholm welcomed a sold out crowd of more than 1,300 participants to the Lansing Center on Dec. 11th to participate in the conference "Creating Cool: Linking Culture, Community and the Economy" as part of her 'cool cities' initiative.

"Creating cool cities is a critical component in growing our economy. We want to create a reason for young workers and hot opportunities to converge in our cities," said Granholm.

The one-day conference, which started out as the ninth annual Michigan Council for Arts and Cultural Affairs conference - this year featuring best-selling author Richard Florida - quickly evolved into much more. The participation of Dr. Florida, popular for his book *The Rise of the Creative Class* and how it's transforming work, leisure, community and everyday life, has created a buzz in communities statewide and became a natural tie-in for the governor's cool cities initiative.

"Michigan gets it," said Florida. "This state and its communities have every asset to compete and win in the creative age."

As part of her overall 'cool cities' initiative, Granholm also announced the launch of a new web-based survey called

<http://www.michigancoolcities.com>. The site will



*The "Awesome Albion" team poses for a group photo at the "Creating Cool: Linking Culture, Community and the Economy" conference.*

gather information from recent college graduates and current college students about what elements might draw them to a state or city. The information gathered will be used by the state and local communities to develop pro-active strategies and tools for bringing young people and workers to Michigan.

The majority of participants came as teams and displayed their creativity with names like Hipsilanti, Positively Pontiac and Koolamazoo. At the end of the day, teams left with an action plan to bring back to their communities.





## Our DLEG Military Families

### Family Assistance Centers Open for All Branches of Armed Services

The Michigan National Guard is announced Nov. 9th the opening of six new Family Assistance Centers in Lansing, Wyoming, Midland, Grayling, Sault Ste. Marie, and Ishpeming. The assistance centers main function is to assist military families, especially when soldiers are deployed.

"Taking care of our families is just as important as buying the latest fighter jet, tank, or weapons system," said Maj. Gen. Thomas Cutler, the adjutant general of the Michigan National Guard. "There is a direct relationship between a soldier's ability to successfully accomplish a mission and the quality of life that their families experience."

Although the FACs are run by the National Guard, in Michigan, the centers are opening their doors to all branches of the Armed Services.

"It's not just National Guard families that need help," said Master Sgt. Janet Weber, state family support coordinator for the Michigan National Guard. "I get calls every day from the families of other services looking for answers about TRICARE (military

healthcare), pay issues, financial assistance, or just an ear to listen to. I think they call the National Guard because Michigan doesn't have any active duty posts or bases."

Typically, each FAC is open and staffed with a full-time employee weekdays from 8:00 a.m. to 4:30 p.m.

Military family members needing assistance or looking for a support network are encouraged to call one of the following Michigan National Guard FACs:

Lansing	Vicki Thompson	517-334-6886
Wyoming	Amanda May	616-249-2724
Midland	Nicole Addison	989-835-8543
Grayling	Jack Rasmussen	989-344-6143
Sault Ste Marie	Jerry McDonald	906-632-7861
Ishpeming	Mike Fraser	906-486-8741

In Mount Clemens, families may contact Army Community Services, located at the Selfridge Air National Guard Base, 586-307-4475.

### DLEG Helps Out Our Military Service Personnel & Their Families

*Photos Clockwise:  
Director David Hollister makes a contribution for the DLEG collection of clothing for injured soldiers in military hospitals. Next, Director Hollister had Veteran's Day breakfast with a group of employees who either serve or have a love one who serves in the military. Amber Hengesbach at a Cookie Walk fundraiser, which raised \$550 to help military service personnel.*





## Special Delivery from the Director

### Jon Walker of MIOSHA Asbestos Program Surprised with "A Special Delivery from the Director"

*by Doug Kalinowski, MIOSHA Director*

Director David Hollister recently established the "Special Delivery from the Director" award to acknowledge DLEG employees who have done a "Great Job!" I was pleased to present the first "Special Delivery" award to a MIOSHA employee to Jon Walker on October 20th.

Asbestos Program employees shared in the surprise presentation! Jon is a diligent, committed and competent member of the MIOSHA team and we are proud he received this recognition.

Jon is a Senior Industrial Hygienist with the Asbestos Program. He was nominated for investigations he conducted in several Holt Public Schools buildings during a major renovation last summer. These cases quickly became very high profile and were covered by both the newspapers and the nightly TV news stations.

Jon's exemplary dedication to being thorough and addressing all potential issues helped to identify and correct a significant hazardous condition. Without his diligence, the asbestos hazard would not have been identified and significant exposures to workers, students, teachers and other could have occurred.

Jon started with the Occupational Health Division in 1987 as an Equipment Technician in the Laboratory. In May 1990, after Jon obtained his degree from Lake Superior State College in Robotic Engineering, he was selected for a position as an Industrial Hygienist with the Asbestos Program. In May 1991, he accepted an Industrial Hygiene position as a consultant in the Occupational Health Division - Education and Training Unit. Jon later returned to the Asbestos Program as a Senior Industrial Hygienist in January of 1997.



*MIOSHA Director Doug Kalinowski presents a goodie bag from Director Hollister to Jon Walker for being an outstanding employee and doing a great job in his investigations of Holt Public Schools buildings during renovations.*

Jon never says no to work. At a moment's notice he is headed off to the Upper Peninsula or anywhere in the state that requires attention.

He has received several letters from the general public and employers on his professionalism and his quick responses to complaints of a sensitive nature.

*At left, Asbestos Program employees join MIOSHA Director Doug Kalinowski (far left) in the presentation of "A Special Delivery from the Director" to Jon Walker, center.*





## Special Delivery from the Director

### Heinonen of Wage & Hour Recognized for Doing Great Job!

DLEG David C. Hollister recently received a copy of letter praising the work of 18-year Wage & Hour investigator Gordon Heinonen. The wheels went in motion to recognize Heinonen for going above and beyond the call of duty with his job and present him with "A Special Delivery from the Director," which was presented during a region meeting.

The consumer wrote the following about Heinonen's assistance in receiving his wages: "My former supervisor stopped payment on my paycheck unfairly. I did not believe there was any recourse available to me. Fortunately, I learned about the assistance available through the Wage & Hour Division. The investigator assigned to my claim was Mr. Gordon Heinonen. Obtaining a fair decision seemed like a daunting task. But my family needed the money badly enough to try. Mr. Heinonen reviewed the documentation we sent in thoroughly and contacted my home several times to discuss questions he had. He was knowledgeable, courteous and respectful. We told the truth and the decision came back in our favor. On behalf of my family and myself, I would like to express my gratitude to Mr. Heinonen for his handling of my claim. His professionalism and dedication made a bad situation seem hopeful. This agency does a great service to employers, workers and the courts for the State of Michigan. It is a fair and simple alternative to civil court claims."



*Ronald Bride, Region Manager, presents Gordon Heinonen with "A Special Delivery from the Director." Bride said Heinonen has been a Wage & Hour investigator for about 18 years and does great work as we can tell by a letter written by a consumer.*

Know of an employee who has gone above and beyond their job to help a peer or citizen? Nominate them for a "Special Delivery from the Director." Fill out this form and submit it to your Bureau Director for consideration for this program.

#### "Special Delivery from the Director"

I would like to nominate the following staff member to receive a "Great Job" acknowledgement from the Director:



Name of Nominee	
Office/Bureau	Classification
Telephone	Office Location

The reason I am nominating this person:

Bureau/Office Director	Date



# Workforce Development

## DLEG Supports FIRST Robotics Competition in 2004

The Michigan Department of Labor & Economic Growth continues to support the popular FIRST Robotics Competition. FIRST is the acronym of "For Inspiration and Recognition of Science and Technology." It was founded in 1989 by inventor Dean Kamen as a nonprofit organization to inspire an appreciation of science and technology in young people, their schools, and their communities. Kamen is the inventor of the personal transporter Segway, the portable dialysis machine, the wearable drug infusion pump, a heart stent, and the chair on wheels that can climb stairs and rise to allow its user to look someone in the eyes.

The FIRST Robotics Competition is a national program that challenges high school students, working in teams with teachers, engineers, and business mentors, to design and build a robot to compete in high-intensity, spectator events that measure the effectiveness of each robot, the power of teamwork, and the students' determination. Teams typically come from almost every state, as well as from Canada, Brazil, and Great Britain.

Since 2001, the former Department of Career Development has partnered with FIRST through a grant that supports FIRST Robotics Competition regional events in Michigan. The DLEG grant over the past two years has helped the organization expand its reach in vital ways. The 2002-2003 high school and middle school programs reached more than 50,000 students, 3,000 schools, 15,000 mentors, and 20,000 volunteers throughout the United States. In Michigan, the program has grown significantly and has engaged more students and schools.

In 2003, 84 high school teams from Michigan participated in the program, an increase from 72 teams in 2002. The 2003 Great Lakes Regional Competition hosted 68 teams and was one of the largest regional competitions in the country. The 2003 West Michigan Regional Competition hosted 45 teams at its event. Several Michigan teams did very well and took home awards at the 2003 FIRST Robotics Competition Championship, which was held in Houston in April.

DLEG has committed \$350,000 (\$175,000 each for 2004 and 2005) to the FIRST Robotics Competition through May 31, 2005. The 2004 FIRST Robotics Regional Competitions scheduled in Michigan are:

### **Great Lakes Regional Competition**

Eastern Michigan University  
Ypsilanti, MI  
March 11-13, 2004

### **Detroit Regional Competition**

Wayne State University  
Detroit, MI  
March 18-20, 2004

### **West Michigan Regional Competition**

Grand Valley State University  
Allendale, MI  
April 1-3, 2004

Michigan now has a very strong foundation of teams, sustainable public/private partnerships, and highly effective volunteer committees in support of the FIRST Robotics Competition program.

For more information about the program, visit the FIRST Web site at <http://www.usfirst.org>.



*2004 FIRST Robotics Regional Competitions are scheduled in Michigan to inspire young people to appreciate science and technology.*



# Office of Postsecondary Services

## Office of Postsecondary Services Promotes College Goal Sunday

Office of Postsecondary Services is collaborating with Partnership for Learning to promote College Goal Sunday, February 8, 2004, an event to assist students and their families in applying for financial aid for college. Partnership for Learning (a nationally-award-winning nonprofit organization helping schools and communities to work together to increase learning from birth through college) has received a grant from the Lumina Foundation to launch the College Goal Sunday program in Michigan.

College Goal Sunday supports the mission of the Office of Postsecondary Services GEAR UP Michigan! program, according to Mike Beamish, DLEG postsecondary education specialist and state GEAR UP Michigan! director. GEAR UP, which stands for Gaining Early Awareness and Readiness for Undergraduate Programs, strives to significantly increase the number of low-income students who are prepared to enter and succeed in postsecondary education. Now entering its third year, GEAR UP Michigan!, part of a U.S. Department of Education national project, is helping to serve more than 14,000 students in several school districts across Michigan. Students receive services to better equip them to go on to college. These services include academic counseling, educational development planning, after-school tutoring, career and college preparation assistance, mentoring, and financial aid workshops. Gear UP Michigan! funding also provides scholarship dollars, which are being administered by the Michigan Department of Treasury.



*On College Goal Sunday, February 8, families will receive free help filling out financial aid forms in schools, colleges, and community centers across the state.*

The Office of Postsecondary Services, along with the Michigan Department of Treasury, is partnering with other state government and nonprofit organizations to work together on the College Goal Sunday program. "Working with Partnership for Learning on the College Goal Sunday program provides the state and GEAR UP Michigan! with yet another opportunity to promote increased awareness of financial aid opportunities and ultimately increase the number of first-generation college-bound youth in moderate- and low-income families," Beamish said.

On College Goal Sunday, February 8, from 2:00 p.m. to 4:00 p.m., families will receive free help filling out financial aid forms in schools, colleges, and community centers in Ann Arbor, Battle Creek, Detroit, Flint, Grand Rapids, Kalamazoo, Lansing, Marquette, Saginaw, and Warren. Members of the Michigan Student Financial Aid Association will volunteer their time to assist with financial aid questions, and additional volunteers will assist families with filling out paperwork.

As a prelude to the February 8 event, an extensive public information campaign will reach low- and middle-income families to emphasize the importance of an education beyond high school and the availability of financial aid to make it possible. First Gentleman Daniel Mulhern and University of Michigan Head Basketball Coach Tommy Amaker have volunteered to serve as celebrity spokespersons for the campaign.

In the future, College Goal Sunday is expected to reach more cities and provide more services to help families reach the college goal.

For more information about Gear Up Michigan! contact Mike Beamish at (517) 241-6806. For more information about College Goal Sunday or to volunteer to help families fill out forms at any of the 10 sites listed above, contact David Weil of Partnership for Learning at (517) 374-4083 or log on to <http://www.micollegegoal.org>.





# Michigan Commission for the Blind

## Governor Helps Kick Off Commission's 25th Anniversary

Governor Jennifer M. Granholm was in Kalamazoo to congratulate the Michigan Commission for the Blind (MCB) on its 25th anniversary on Oct. 8th.

Legislation creating the Michigan Commission for the Blind, Public Act 260, was officially enacted in October of 1978. A special "25th Anniversary Planning Committee" has been meeting to plan and help coordinate a series of activities to commemorate the work of the Commission over the past quarter-century.

The MCB Training Center was the site of an open house cele-

bration, hosting close to 250 visitors to a tour of the Center as well as exhibits showcasing the various Commission services. A program highlighted Commission history over the past 25 years and featured many individuals who have served as Commissioners and staff during that time. The event also featured the successes of former clients of the Michigan Commission for the Blind. Governor Granholm toured the Center, visited with guests and made brief congratulatory remarks.

In addition to the MCB Training Center event, each Commission office will be con-



*Gov. Granholm helped celebrate the Michigan Commission for the Blind's 25th anniversary.*

ducting special 25th Anniversary events to mark the occasion at other times throughout the year.

**Brief History of Services for the Blind in Michigan:** In the mid 1970s, organized blind consumers initiated legislation to create an agency structure where blind persons would play a major role in planning and policy making. This initiative led to the passage of Public Act 260 of 1978, creating a 5 member, governor appointed commission, and requiring that 3 members be legally blind. The act also transferred the agency from DSS to the Department of Labor, and made the commission a partner with the federal government in providing employment services and vending facilities for blind persons. It also established a broad range of teaching and counseling roles and responsibilities.

In the early 1980s, the Michigan Commission for the Blind (MCB) gained state and federal funds to establish independent living services for older blind individuals, and state funds to establish low vision services for blind and visually impaired youth. Also, the vending program was expanded to include cafeterias and highway vending locations at welcome centers and rest stops, the center in Kalamazoo was renamed the Michigan Commission for the Blind Training Center, and a statewide deaf-blind service was established.

The 1990s were highlighted by The Americans with Disabilities Act, a major anti-discrimination statute; and, the 1992 amendments to the Rehabilitation Act which calls for greater attention to client choice and independent living services. In 1996, the MCB was transferred from the abolished Department of Labor to the Department of Consumer and Industry Services to the Family Independence Agency (formerly DSS). In 1997, the Client Assistance Program was privatized. In 1998, the Workforce Investment Act was enacted, incorporating the newly-amended Rehabilitation Act, calling for greater interaction between rehabilitation agencies and local Workforce Boards.

Today, in addition to serving as the vocational rehabilitation agency for the blind, the Commission operates the residential training center in Kalamazoo, provides independent living services for Michigan's older blind population, low-vision services for the state's youth, deaf-blind services and entrepreneurial opportunities for blind persons through its Business Enterprise Program. The Commission serves under a five-member board appointed by the Governor and has a staff of more than 100 in Michigan offices.



## Kalinowski Elected as Chair of Occupational Safety & Health State Plan Association

The Michigan Occupational Safety & Health Administration (MIOSHA) Director Douglas J. Kalinowski was elected Chair of OSHSPA, the 26-member Occupational Safety and Health State Plan Association. Kalinowski was elected at the October association meeting and will serve as chair for two years.

Across the U.S., 24 states and two territories administer their own unique workplace safety and health programs. Each state plan program must have legislative authority to monitor workplace safety and health conditions, and must be “at least as effective” as federal OSHA.

The state programs that form OSHSPA share a common goal—A safe and healthy workplace for every worker through prevention of injuries, illnesses and fatalities on the job. These states have strong enforcement programs, and also conduct significant outreach activities, encouraging employers and employees to follow safe and healthful work practices.

“Since the start of the MIOSHA program, Michigan has been a leader in workplace safety and health,” said Hollister. “We are proud that Doug will be leading the OSHSPA association as its member states partner with federal OSHA to protect America’s working men and women.”

State plan states have been a strong national force in recognizing emerging workplace hazards and originating new methods for addressing those hazards. Specific areas where state plans have taken the lead include: ergonomics, bloodborne pathogens, and workplace violence. State programs have also pioneered the use of innovative partnerships, and have negotiated ground-breaking settlement agreements.

Kalinowski was appointed Bureau of Safety & Regulation Director in September 2002. BSR was recently renamed the Michigan Occupational Safety & Health Administration (MIOSHA). As Director, he is responsible for the overall administration and enforcement of the safety and health provisions of the Michigan Occupational Safety and Health Act (MIOSHA), Public Act 154 of 1974, as amended. From February 1997 to October 2002, Kalinowski served as BSR Deputy Director, with responsibilities for all enforcement programs. He joined the MIOSHA health program in January 1980, and was appointed Chief of the Division of Occupational Health in 1993.

Kalinowski has been active in OSHSPA for 12 years, and has served as a member of the Board of Directors for four years, with two years as Vice Chair. He obtained his undergraduate degree in 1978, and an M.S. in Industrial Hygiene in 1979, both from the University of Michigan. Kalinowski is a Certified Industrial Hygienist (CIH) and is a member of the American Academy of Industrial Hygiene, the American Industrial Hygiene Association, and the American Conference of Governmental Industrial Hygienists.



**Douglas J. Kalinowski**

### CORRECTION!

The November E-Discussions had the incorrect name for the recipient of the “Allan W. Harvie Meritorious Service Award.”

The Consultation Education & Training employee who received the award is:

**Tom Swindlehurst**  
**Congratulations Tom!**



## ***MIOSHA Recognizes Companies for Health & Safety Records***

The Michigan Occupational Safety & Health Administration (MIOSHA), formerly known as the Bureau of Safety & Regulation, has presented awards recognizing the safety and health achievements of Michigan employers and employees through Consultation Education and Training (CET) Division Awards. Recent recipients include:

***Ergonomic Innovation Award to Tenneco Automotive's Litchfield Plant:*** Tenneco Automotive's Litchfield plant received the Ergonomic Innovation Award on Nov. 21. The award was presented to members of two active employee teams, the Ergonomics Team and the Litchfield Employees Accident Prevention System Team (LEAPS). Both teams played a major role in improving the Litchfield safety performance and were instrumental in the facility receiving the Ergonomic Innovation Award. The Ergonomics Team focuses on evaluating positions in plant work cells and implementing ergonomic safety practices. The LEAPS Team, along with employee observers, spearheads the behavior-based safety process and obtains feedback from employees about areas needing improvement. The Ergonomic Innovation Award is given to employers for innovative ideas that have been implemented to reduce worker strain. Tenneco Automotive is one of the world's largest producers and marketers of ride control and exhaust systems and products.

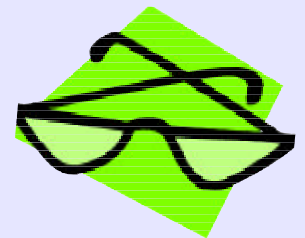
***Johnson Technology's Norton Shores Facility Receives MVPP Rising Star Award:*** Johnson Technology, Inc.'s Norton Shores Plant received the prestigious Michigan Voluntary Protection Program (MVPP) Rising Star Award. The MIOSHA Consultation Education & Training (CET) Division established the MVPP program to recognize employers actively working toward achieving excellence in workplace safety and health. The Norton Shores Plant produces turbine nozzle segments and turbine nozzle assemblies for aircraft gas turbine engines.

***Flat Rock Metal Inc. Receives CET Bronze Award:*** Flat Rock Metal Inc.'s Michigan facility received the Consultation Education and Training Bronze Award, which recognizes leadership and commitment to workplace safety and health resulting in significant improvement of their MIOSHA record. The Flat Rock Metal Michigan facility, through the strong commitment of management and employees, has significantly improved their safety and health record. For nearly a quarter century, Flat Rock Metal Inc. has specialized in critical surface processing and preparation, servicing the automotive and steel industries. Flat Rock Metal is headquartered in Flat Rock, MI, and its four plants offer the following processes: Flat polishing/sheet blanking, cut-to-length/multi-blanking, critical exposed slitting, and inspection and coil mapping. The Flat Rock Michigan plant is a 90,000 sq. ft. facility, with 175 hourly employees.

## **Donate Your Old Eyeglasses & Sunglasses**

Nancy Lampman, Consultation Education & Training Division, is collecting used eyeglasses and hearing aids on behalf of the Lions Clubs. This is a recycling effort to help others in third world countries that cannot afford eyeglasses. It would also let people finally get rid of all of those old eyeglasses and sunglasses that they don't use but just can't justify throwing away.

If you would like to drop off used eyeglasses and sunglasses that are not broken, as well as hearing aids there will be a box located at Nancy Lampman's desk located in CET on the aisle between pillar F1.12 and F1.11 or mail to Nancy Lampman, CET Division, GOB Building, 2nd Floor, Lansing. Nancy is willing to do this as an on going project so you can drop them off any time. Nancy was recently elected as District Vice Governor of the Lions Club.







**MSHDA**

## Elderly Housing Development Welcomed in Ionia

Acting Executive Director Rick Laber of MSHDA joined Ionia Mayor Daniel Balice, as well as representatives from the construction company, the Great Lakes Capital Fund and the Ionia Chamber of Commerce for a ribbon cutting ceremony and open house recently at Valley View apartments in Ionia, a new, low-income independent living development for seniors.

The new apartments were well received and are drawing people from all over the state. Of the 39 available units, 33 are already occupied. The complex is for the elderly who are still able to live without assistance, but a lot of effort was put into convenience and safety for the residents, making it possible for them to live independently much longer.



### WOW: Homeownership Makes a Big Difference

Robert James of MSHDA recently participated in an intensive two-day conference in Detroit designed to help prospective homeowners overcome barriers that often prevent minorities from realizing the American dream of homeownership. The WOW initiative (With Ownership, Wealth) was held at the Cobo Conference Center and spearheaded by the Congressional Black Caucus Foundation with Representatives John Conyers and Carolyn Cheeks Kilpatrick teaming up to increase minority homeownership in the 37 districts they represent. Other organizations joining MSHDA in bringing this forum to Detroit were Fannie Mae, Bank One, Chase National Association of Realtors, Home Buyer Assistance Foundation, National Urban League, National Foundation for Credit Counseling, and Habitat for Humanity.

Prospective homeowners heard presentations that included understanding the credit process; interpreting the Fair Housing Act; avoiding predatory lenders; working with real estate professionals to acquire the best house for the money; and navigating the loan process. The goal of the local WOW initiative, which is primarily targeting Michigan's 13th and 14th Congressional Districts, is to provide homeownership opportunities for at least 500 African Americans and minorities by making available homeownership education.

## MSHDA Offers Low Cost Home Mortgages

Up to 695 low- to moderate-income Michigan families and residents will become homeowners with new low-cost mortgage loans from the Michigan State Housing Development Authority (MSHDA). MSHDA has sold \$51.6 million in bonds to private investors, which will be used to fund loans that carry an initial interest rate of 5.50 percent.

Homebuyers with household incomes up to \$56,650 in metropolitan counties and \$44,000 in rural counties may qualify for the 30-year loans to buy new or existing homes. Prospective homebuyers can fill out a pre-qualification application at <http://www.michigan.gov/mshda>. First-time homebuyers with incomes of 80 percent of county median or less (adjusted for family size) also may qualify for up to \$5,000 in down payment assistance. "We recognize that many homebuyers can afford mortgage payments but have limited resources for the down payment needed to buy a home," MSHDA acting executive director Rick L. Laber said. "By offering this assistance, we can help families who otherwise might be shut out of the market."

Buyers may purchase an existing home costing up to \$105,000 and a new house costing up to \$128,000, depending on the location of the property. Applications for MSHDA loans are taken by approximately 115 branch offices of lending institutions participating in the MSHDA program.



# Unemployment Insurance Agency

## ***Employer Customer Relations Answers the Call for UI***

The newly re-established Employer Customer Relations (ECR) Unit for the state's unemployment insurance (UI) program opened its phone lines to employers on November 17.

The five-member unit fields phone calls from employers who have questions about UI taxes and forms, as well as charges and billings to their UI accounts. Staff also answers employer questions about UI benefits. Employers can reach the unit by dialing 1-800-638-3994. Staff is available from 8:00 a.m. to 5:00 p.m., Monday through Friday.

The unit's goal is to answer employer questions without referring them to other areas in the agency. As a result, the Tax Office has more time to focus on its assigned tasks, and tax team staff is relieved from answering the many UI benefit questions they have been receiving. During their first day of operation, ECR staff received nearly 300 phone calls.



*Members of the ECR unit are: (seated, l-r) LaRhonda Coleman, Sara Majer (lead worker), Kimberly White; (standing) Derek Boston and Isabel Szymczak.*

## ***Bommarito Heads Unemployment Insurance Program; Finn Leads Wage & Hour***

The Department has named directors for its unemployment insurance (UI) and wage & hour programs.

**Sharon Bommarito** now heads the Unemployment Insurance Agency. She had been the personnel director for the City of Lansing. She is a former deputy director of personnel for Gov. James Blanchard and was involved with gubernatorial appointments to boards, commissions, judicial positions and full-time statutory positions. She is a graduate of Michigan State University. Bommarito now oversees the agency that administers the state's UI program, which paid out more than \$2.38 billion in state and federal jobless benefits in 2002 and collected more than \$944 million in state unemployment taxes from employers.

**John (Jack) Finn** has been named to head the Wage & Hour office. Finn joins the program after serving as an attorney and lobbyist with the United Food and Commercial Workers Union. He has also worked with Michigan House and Senate staff and is a former member of the Workers' Compensation Appeal Board. He is a graduate of Michigan State University and received his law degree from the Detroit College of Law. Wage & Hour administers and enforces the laws, which protect the wages and fringe benefits of Michigan's workers and provide for the safe and legal employment of minors.



*Jack Finn and Sharon Bommarito are the new directors for the state's wage & hour and unemployment insurance programs.*



# Unemployment Insurance Agency

## UIA Recognizes Those Involved with Employer Filed Claims

Representatives from DaimlerChrysler, Delphi, General Motor, Ford Motor Co., Visteon, the UAW and unemployment insurance staff were all recognized for their cooperation and help in successfully launching the Unemployment Insurance Agency's (UIA) employer filed claims (EFC) program. EFC allows employers to file unemployment claims on behalf of their employees during mass layoffs, such as during model changeover shut-downs. From December 2002 through November 2003, the first full year these five major employers were involved in the program, EFC processed more than 158,400 jobless claims. As more employers are being recruited for the program, it is expected that EFC will ultimately account for about 20-25% of all unemployment claim filings.

The employers and union representatives, along with UIA staff, were honored during the annual meeting of the Employers Unemployment Compensation Council in late October.



*Some of the UIA staff members that aided in the successful implementation of the EFC program were also recognized at the EUCC meeting. Pictured with Deputy Director Plawecki are: (front row (l-r): Mildred Kendrick, Jean Diaz, Karen Faulk, DeJuan Gibbs, Ada Slayton, Donna Schmitt, Dave Plawecki and Sandy Damesworth; (back row) John Henige, Nadira Anderson, Sue Easton and Ronald Romano.*

***Last of Local UI Claims Taking Offices Closed in November:*** The last group of local unemployment insurance claims taking offices closed on Friday, November 15. The final seven local offices were in Canton, Detroit eastside, Flint, Lapeer, Monroe, Port Huron and Sterling Heights. The remaining six offices are functioning as temporary full service problem resolution sites in Dearborn, Detroit Westside, Grand Rapids, Lansing, Madison Heights, and Saginaw. These offices will be succeeded by a new problem resolution system being developed, which includes four small permanent problem resolution offices in Marquette, Gaylord (temporarily in West Branch), Lansing and metropolitan Detroit.

***Workers' Comp Goes after Employers Who Let Their Insurance Lapse:*** Michigan employers who allow their workers' compensation insurance coverage to lapse can be the target of an investigation and be subjected to a fine. The fine amounts to twice the premium rate the employer would have paid had insurance coverage been in force during the lapse period. Depending on the size and nature of the employer, fines have ranged from \$250 to more than \$30,000 and average about \$2,200. In addition to the fine, the employer is still personally responsible for any work related injuries that occur during the lapse period. From 1999 to date, the workers' compensation program has collected over \$800,000 in fines from investigations of some 850 employers. In those instances where a non-compliant employer is unable or unwilling to cooperate with the administrative procedure, the case is referred to the state's Attorney General and a complaint is filed in circuit court.





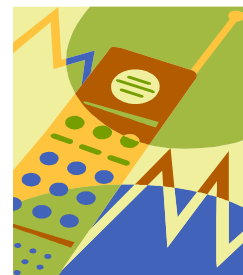
## Public Service Commission

### ***MPSC Announces Start of Phone Number Portability for Wireless Phone Customers***

The Michigan Public Service Commission (MPSC) announced Michigan phone customers in the Detroit, Ann Arbor, and Grand Rapids-Muskegon-Holland areas (located within what U.S. Census officials call Metropolitan Statistical Areas) will be able to switch wireless carriers within the same geographic area and keep their existing phone number. In addition, phone customers in the areas listed above can also switch from a wireline carrier to a wireless carrier or from a wireless carrier to a wireline carrier while keeping the same telephone number. Phone customers in other areas of Michigan will have this option available to them by May 24, 2004.

To start the process, MPSC Chair J. Peter Lark noted that phone customers should not terminate service with their existing carrier before initiating service with the new prospective carrier. Customers are also obligated to pay any early termination fees under the existing contract and any outstanding balance owed to the old carrier. Carriers are allowed to charge a fee to recover their “porting” costs. Porting is the technical process of switching a customer to a new carrier. Old carriers may not refuse to port a telephone number – even in cases in which customers owe money for an outstanding balance or termination fee. Customers should also be aware the 9-1-1 operators taking calls from wireless phones may not be able to automatically receive the phone number or location of the caller. Customers should ask the new carrier how the porting process will affect a call to 9-1-1 service. Wireless-to-wireless transfers should work within a few hours of the customer’s request to switch. Wireline-to-wireless transfers may take several business days.

Additional information on number portability is available at Federal Communications Commission (FCC), which oversees wireless phones (<http://www.fcc.gov>). Customers may file complaints about wireline telephone companies with the MPSC by calling toll-free: 1-800-292-9555.



## Office of Financial & Insurance Services

### ***OFIS Commissioner Seeks Insurance Rate Information***

In an effort to solicit as many "real world" scenarios regarding home and auto insurance rate differences, Office of Financial and Insurance Services (OFIS) Commissioner Linda A. Watters is asking consumers to complete and return the OFIS Insurance Rate Disparity Complaint Form at:

[http://www.michigan.gov/documents/cis\\_ofis\\_fis\\_0035\\_76202\\_7.pdf](http://www.michigan.gov/documents/cis_ofis_fis_0035_76202_7.pdf).

The form is also available by calling OFIS toll-free at 877-999-6442. “This call for information is one of many steps that will ultimately lead to greater protection for consumers of the state of Michigan, improve industry regulation and assure affordable and equitable insurance options are across the state,” said Watters.

The information provided on the Insurance Rate Disparity Complaint Form will be compiled, analyzed and used in conjunction with research OFIS is conducting on insurance rates across Michigan.

**OFIS Releases 2003 Home and Renters Guide: The Office of Financial and Insurance Services (OFIS) released the 2003 Buyers’ Guide to Home and Renters Insurance in Michigan**  
([http://www.michigan.gov/documents/cis\\_ofis\\_03homegd\\_74854\\_7.pdf](http://www.michigan.gov/documents/cis_ofis_03homegd_74854_7.pdf)).



## Commercial Services

# Commercial Services Dinner Dance a Success

**By Joe Campbell**

The results are in, all tallies have been totaled, it's unanimous...the BCS Dinner Dance was fantastic!! Employees in the Bureau of Commercial Services were invited to attend a formal dinner dance held at the Kellogg Center at MSU on October 11th. Everyone who attended had a great time looked great too in tuxes, suits, evening gowns and after-five dresses. It was a fine opportunity to go someplace special, get dressed to the hilt and let your hair down at the same time.

We all enjoyed each other's company, had a superb meal, in a beautiful setting complete with fireplace, and an extremely entertaining disc jockey who played everything from old school R & B to Big Band Swing.



Everybody enjoyed dancing, talking, and eating. But you may think that I'm partial since I organized the bash. So, I'll let others tell you what they thought of it...

Jeanne Hoin (at left) from the Enforcement Division expressed it this way: "Just wanted to say thank you for organizing the nice dinner/dance last Saturday night. [Her significant other] and I had a wonderful time. It was fun to mingle with everyone in a relaxed non-work environment."

"Looking forward to another event! We had a great time and will definitely go again next year", said Amy Graves, Enforcement Division. "The food was to-die-for and every single person was there to have fun and we all did just that; we had great fun!" said Susan Hensley, (pictured at right with her husband) Licensing Division. "We both just had a ball!" Jeannine Benedict, Licensing Division, said of herself and her husband (pictured at right - couple on the left).



Who said you can't work and have a good time too?! We are all extremely busy with our jobs, and it was a great break from our normal work-a-day routines to put on the Ritz and just have a good time with others we may see or work with almost everyday. It was truly a night to remember and it was Just For Fun, which is exactly what we all had!



*Ray Garza of Health Services (far left) and Joe Campbell of Commercial Services (center) are joined by Joe's daughter, wife and sister. The Commercial Services Dinner Dance was organized by Campbell as a fun event for employees to have fun together in a non-work environment.*



# 100 Miles in 100 Days Ends With Fun Potluck

Bureau employees who participated in the 100 Miles in 100 Days Competition celebrated the winners (including everyone) and enjoyed a wonderful potluck. The 100 Miles in 100 Days Competition was organized by Jean Boven, Licensing Division Director, and each participant recorded the number of hours they spent each week walking, jogging, or doing other aerobic exercise to determine their points and miles. The competition ended on September 30. Marcele Edington, Secretary for Ms. Boven, kept the Bureau records and helped to tally the award winners.

**Top Team:** Ten Key Crusaders from the Audit and Administrative Services Section. This team included Amy Lindner, who accepted the award for her team, Al Schefke, Don Strait, Tim Teague and Tyra Tyler. The team walked a total of 1104.5 miles!



*Amy Lindner accepts the Top Team award.*

**Top Individual Walkers:** The Golden Foot award (designed by Jean Boven) went to Anita Ruffin of the Corporations Division, the Silver Foot Award went to Donna O'Brien, and the Bronze Foot award went to Therese Pohl, both of the Enforcement Division. They walked 438, 425, and 420 miles respectively!

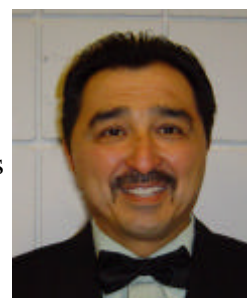
Everyone who participated received a certificate, and 39 people completed the 100 miles or more over the 100 days. Yvette Robinson shared her story about the 100 days and her steps to success, with a tale that everyone enjoyed.



*From left, Therese Pohl, Anita Ruffin, and Donna O'Brien*

## Former Athletic Board Member Gets National Job

Frank Garza, licensed referee under the regulation of the Athletic Board of Control, and former Board member, is keeping very busy these days. His most recent task is to "take part in an Association of Boxing Commission subcommittee of the Training and Education Committee," according to Tim Lueckenhoff, President of the Association of Boxing Commissions. Garza is one of six committee members...made up of boxing judges and referees from across the country. At the subcommittee meeting, the referees were to develop a situation manual of odd things that have happened in the ring during bouts, to include procedures for referees to follow when these rare situation present themselves. They also made suggested changes to the Unified Championship Rules used in the United States, for one uniform method of scoring.



*Frank Garza*

Another goal is to have annual training of officials by boxing commissions from across the United States, including Michigan. This is to promote consistent training of boxing officials nationwide. The boxing profession and refereeing have often been criticized for the subjective manner in which fights are decided; additional training and professionalism may soften some of the criticism. The Bureau and board members also are responsible for safeguarding the safety of boxers and the public by establishing standards and maintaining a presence at professional boxing matches. Bureau Director Andy Metcalf said of Mr. Garza, "Frank is a ... well known referee in the professional boxing circle. He did the Mike Tyson fight here in Michigan, and was featured in USA Today."



## ***Major Wins for Michigan's Manufacturing Industry with 32,000 Manufacturing Jobs Created or Retained in 2003***

Gov. Jennifer M. Granholm announced another major manufacturing win on Dec. 4th with Ford Motor Company's plans to reinvest in its two Wayne assembly plants. This new investment continues a positive manufacturing industry trend with **more than 32,000 jobs** retained or created in Michigan since the beginning of the year. Ford is among recent manufacturing successes that include major investments by American Axle in Three Rivers, General Motors Willow Run facility in Ypsilanti and Global Engine Alliance in Dundee. Michigan's new manufacturing projects in 2003 are expected to generate **more than \$2.3 billion in private investment**.



*Gov. Granholm presents the Ford Focus.*

"Ford's plant reinvestment is just one example of Michigan's recent manufacturing successes, proving that we can compete in the global market place and secure important manufacturing jobs," Granholm said. "This great win provides more momentum for us to build on with our continued focus on manufacturing."

The Michigan Manufacturing Summit on December 8th brought together key business and labor leaders representing the manufacturing industry to engage with the Governor to identify the most critical issues facing the industry. The leaders explored possible solutions and made recommendations as part of her Manufacturing Matters initiative. Assistance from the Michigan Economic Development Corporation (MEDC) helped convince Ford to substantially modernize and retain its operations in western Wayne County. The Ford Wayne site currently employs 7,029 at two assembly plants, which together produce the Focus, Expedition and Navigator models. The new project would update Focus production facilities at the site. When the product transfer is complete, the Wayne Stamping and Assembly plant will be the sole producer of all North American Ford Focus brand vehicles.

## ***Tri-Corridor Committee Approves WMU Biosciences Center***

The newly formed Technology Tri-Corridor steering committee approved a plan for the new Western Michigan University Biosciences Research and Commercialization Center at its first meeting held Dec. 1. The mission of the new center in Kalamazoo is to complement discovery-oriented life sciences research conducted at the state's public universities and the Van Andel Institute in Grand Rapids. The Center will contract pharmaceutical development services as well as create a start-up/gap funding and resource service for high-potential bioscience start-up companies.

The committee also approved funding guidelines for the 2004 Technology Tri-Corridor program. The Tri-Corridor, created by Gov. Granholm and administered by the MEDC, expands on the success of the Michigan Life Sciences Corridor initiative by targeting two other high-growth industries: homeland security and advanced automotive technologies.

The 19-member steering committee will chart the strategic direction of the Tri-Corridor, seeking out the best research and commercialization ventures in the three sectors through a competitive funding process.



## DLEG Salutes

CIS Salutes is devoted to employee accomplishments (on and off the job), letters of appreciation and staff changes. Please send CIS Salutes news to: Lori Donlan - [ldonla@michigan.gov](mailto:ldonla@michigan.gov).

### Kawucha's Work Displayed at Dearborn Art Gallery

MIOSHA Construction Safety and Health Division Senior safety officer, **Richard Kawucha**, participated in an art exhibition at the Padzieski Art Gallery. The exhibition, sponsored by Ford Motor Company, is located at 15801 Michigan Avenue in Dearborn. Richard is a scrimshaw artist. He had numerous pieces of his beautiful scrimshaw pieces on display and available for purchase.

### Tregear of Michigan Rehabilitation Services Receives Award

**Libby Tregear**, administrative assistant to the manager of the Marquette District Office of Michigan Rehabilitation Services, has been honored with the 2003 Mildred Reed Award from the Michigan Association of Rehabilitation Support Staff (MARSS).

"Libby is a strong advocate for her profession, the individuals she serves, and the mission of MRS. She has a strong work ethic, and you can count on her to walk the 'extra mile,'" MARSS noted in its announcement, adding that she "epitomizes the loyal, proficient, hard working rehabilitation professional that the agency needs to recognize and applaud."

Libby began working for MRS in 1973 following one and a

half years of study at Lake Superior State University.

The Mildred Reed Award is presented annually in recognition of outstanding performance by a support staff person employed in the rehabilitation field in Michigan.

### Dr. Boza Designated at Certified Performance Technologist

**Dr. Lynn Boza**, rehabilitation consultant with Michigan Rehabilitation Services, has been designated a Certified Performance Technologist (CPT) by the International Society for Performance Improvement. A CPT systematically and systemically identifies and removes barriers to individual and organizational performance.

Lynn's most recent work in this area was her professional involvement with the federally funded Transition Services Project for youth with disabilities.

### Col. Fobbs Honored by Army with Change of Command Ceremony

**Terry Fobbs** of Career Development was honored on Dec. 13th by the U.S. Department of the Army with a Change of Command Ceremony in honor of his departure as Colonel of the 645th Area Support Group. Congratulations Terry!



*Robbie Murdock of Finance & Administrative Services received a surprise "thank you" floral bouquet from co-worker Mary Ann Singer of Health Systems before it was transferred to the Department of Community Health. Singer, a nursing home monitor who lives in Petoskey, sent Murdock the flowers as a thank you for all of her help with travel questions and reports.*

### Ndukwe of MIOSHA Receives M.S. Degree

General Industry Safety and Health Division **Magnus Ndukwe** has successfully graduated with an M.S. in Occupational and Environmental Health, special-



izing in industrial hygiene. He has an undergraduate degree in Chemistry with a minor in Mathematics. Congratulations, Magnus. Your advisor, Dr. Pat Brogan from Wayne State University said that your oral presentation for graduation was outstanding. We are proud of your accomplishment and wish you all the best in your endeavor to become a certified industrial hygienist.

### **MIOSHA Safety Officer Helps Out at Motor Vehicle Accident Scene**

On October 29th, General Industry Safety & Health Division Safety Officer **Kay Salazar** happened upon a fatal accident scene that had just occurred. There was only one officer at the scene. The officer asked Kay if she would direct traffic for him. Kay donned her state issued orange reflective safety officer vest and directed traffic, even though this made her late getting home that evening. Even after other officers arrived, they continued to have Kay direct traffic as they were needed for other duties. The officer in charge at the scene later told Kay he actually had forgotten to have her relieved as she was doing such a good job. This is just another example of how our staff is willing to assist and work with other agencies in emergency and non-emergency incidents. We are proud of you Kay and know the emergency scene workers greatly appreciated

your assistance!

### **MIOSHA Safety Officer Handles Serious Hazard the First Week in the Field After Final Exam**

The first week in the field after the final exam, Safety Officer, **John Bodnar** addressed a serious construction activity hazard for the Construction Safety and Health Division in his work area. Construction Safety and Health Supervisor Patty Meyer reported to Supervisor Ken Pung that Officer Bodnar did an excellent job of documenting the hazards and he remained professional with a very irate employer. Keep up the good work, John!

### **CET Supervisor's Article Published in "Investing in Your Business"**

The publication, *Investing in Your Business*, a West Michigan residential construction magazine, republished an article written by Consultation Education & Training Division Supervisor **Sheila Ide**. Sheila originally wrote the article entitled "Successful workers' Compensation for the MIOSHA News. This article was based upon a program developed by CET Consultant **Doug Kimmel**.

### **Thank You DLEG!**

DLEG has been receiving several thank yous by phone, mail

and email for outstanding customer service. Here are just a few:

*Thank you Michigan Career and Technical Institute:*  
**Nada Eggerstedt**, administrative assistant to the director and deputy director of the Michigan Career and Technical Institute, received this letter from a Culinary Arts graduate:

"Hello, how are you? I am fine. I did really well this term. And now I am graduating. I am so proud I made it this far, and it was fun. I learned a lot of cool stuff. I really liked it here. I want to thank you for all your help.

"I would like to thank my teachers-**Carol Anderson, Jane Norton, Sue DeHaan**-for helping me and giving me all the knowledge that I know now.

"I want to thank my program manager, **Dave Porter**, for helping me out when I did not know what to do. He pointed me in the right direction.

"I want to thank Health Services for making me feel better when my tummy hurt. I want to thank Leisure Services for taking us to fun places, because you know we don't have cars.

"I want to thank the Dorm Office for helping us with our broken light bulbs and a lot of other stuff, but they know what I am talking about. I want to thank the Kitchen, thank you, thank you, thank you so very much. They made sure no one went hungry, and for giving us a job.

"Oh, and I want to give a big thanks to **Ken Potts** and the





others like **Kathy Fretz, Dennis Hart**, and other people like you for everything. THANK YOU."

***Thank you Michigan Rehabilitation Services:*** **Winston Travis**, a counselor at the Michigan Rehabilitation Services Flint Office, received a card from a customer, with the following note: "Just wanted to let you know how much I appreciate all of your help. Thanks for everything. I made you a copy of my employee of the month certificate. It took me only three months to receive it!"

***Thank you Career Development:*** This e-mail was sent to the Department of Career Development's Web site message center: "I am writing in regard to a job placement specialist from your Petoskey (Emmet County) office. Her name is **Suzy Olsen** and I would like the main office to know that she has been extremely helpful in helping me obtain employment consistent with my health and medical treatments. She goes the extra mile and displays a very pleasant and concerning demeanor. I would like her to be recognized as going above and beyond her required duties in helping disabled people become gainfully employed."

***Thank you Commercial Services Real Estate Licensing Unit:*** Rita Burnett, with the BCS Real Estate Licensing Unit, received this grateful message

from Cliff Thompson dba Crystal Beach Realty: "Please accept my heartfelt thanks for sorting out my licensing renewal situation and determining that I had, in fact, applied and funded the license renewal before embarking on a lengthy trip to Colorado and Montana.... Your personal response to my ...phone call bailed me out of the woods, and for that I am extremely thankful!"

***Thank you Commercial Services Cosmetology Licensing Unit:*** Peggy Strutz of Tranquility Salon sent a thank you to **Sue Hensley** in the Cosmetology Licensing Unit, for her help: "Thank you so much for responding and taking care of everything.... I really appreciate you taking the time answering me back and taking care of the problem. It is greatly appreciated. THANK YOU AGAIN."

***Thank you Commercial Services Cosmetology Licensing Unit:*** **Sarah Rock**, also of the Cosmetology Licensing Unit, was instrumental in helping Judy Bush get her electrologist license. She said "Sarah, thank you for all the time and attention you put into someone you don't even know. Your help has been very valuable to me. More than what you were able to explain to me was the lesson of your patience. I know how much of your day this actually took up. Should someone require my time someday, I will remember

this and pay it forward."

***Thank you Commercial Services Licensing Division:*** A licensee who is trying to get a reciprocal license in Colorado, recently commended **Jackie Jernigan**, with the Design Boards in the Licensing Division. He complimented Jackie this way: "Thank you so much for your friendly help today on the phone. Your kindness brought a smile to my face..."

***Thank you MIOSHA Asbestos Program:*** Kudos' to Jon Walker of the MIOSHA Asbestos Program for the following comments in a letter to the division about Jon: "Thank you very much for the quick and efficient response to my report of possible asbestos contamination at my residence, and to my observation that the workers removing the asbestos covered furnace were not wearing any protective gear. I deeply appreciate your efforts and expertise in this matter."

***Thank you MIOSHA Consultation Education & Training:*** A thank you message was submitted along with abatement information to the Onsite program. The letter said "I wish to thank the Onsite Consultation personnel, specifically **Joe Barela** and **Eric Zaban** for their participation with me at our facility. As the manager responsible for safety, our participation in the program has



## DLEG Salutes

raised our awareness and pushed us to review and improve our safety and health programs. We are now aware this is not a job that is ever done and must continue to improve where possible. We also need to monitor ongoing in an orderly way to assure a safe work place." Great job Joe and Eric!

***Thank you MIOSHA  
Consultation Education &  
Training:*** **Jenelle Thelen** recently conducted Hazard Communication and Bloodborn training at POH Medical Center. A note was received from the firm saying, "Thank you Jenelle for making our first fall conference a success." Nice job Jenelle.

***Thank you MIOSHA  
General Industry Safety & Health  
Division:*** General Industry Safety and Health Division Magnus Ndukwe has successfully graduated with an M.S. in Occupational and Environmental Health, specializing in industrial hygiene. He has an undergraduate degree in Chemistry with a minor in Mathematics. Congratulations, Magnus. Your advisor, Dr. Pat Brogan from Wayne State University said that your oral presentation for graduation was outstanding. The last two years have been tough for you with balancing a job, night school and a family of three young children. We watched you go through the rigorous schedule with your characteristic cheerfulness. We are proud of your accomplishment and wish you all

the best in your endeavor to become a certified industrial hygienist. By the way, now that school is done, your wife reminds you to catch up with baby-sitting assignments!!

***Thank you MIOSHA  
General Industry Safety & Health  
Division:*** General Industry Safety and Health Division **Bart Pickleman** recently received a thank you card from a walk-in employee complainant. The employee works at a fast food establishment and had various questions from sanitizing clothing to safe food handling. Bart explained requirements of the MIOSHA standards and referred her to Environmental Health. As is customary with the employees of our MIOSHA staff, Bart was able to give her the appropriate guidance that is expected by the public. The concerned employee was able to get the assistance she needed that week to address her work concerns. Great job, Bart, another satisfied customer!

***Thank you MIOSHA  
General Industry Safety & Health  
Division:*** **Cynthia Politowicz** of the General Industry Safety and Health Division recently gave a presentation to the high school students at Franklin High School in Livonia. Ann Marie Tracy, Individual Career Exploration Coordinator sent a thank you letter that said in part, "The information that you shared with our class was very meaningful. So often stu-

dents take this area of work for granted and do not realize that if it were not for people like you, the work place would be a whole different environment (and not such a pleasant one at that!) Thank you again, and please know that you have been a valuable resource to Franklin High School." Great job, Cindy!



## DLEG Staff Changes

### MIOSHA General Industry Safety & Health Division

The General Industry Safety and Health Division is pleased to announce the appointment of three new Safety and Health Managers:

**Jim Gordon** has more than 30 years experience with the MIOSHA program, primarily focused on occupational safety, with more than 26 years in management and supervisory positions in the General Industry Safety Division, including review officer, supervisor, and assistant chief. In addition, Jim has served as alternating acting division chief for the past year and previously for a year in 1998-1999.

**Eva Hatt** has more than 23 years experience with the MIOSHA program, primarily focused on occupational safety, with more than 16 years in management and supervisory positions in the General Industry Safety Division, including supervisor and assistant chief. Eva also served as alternating acting division chief for the past year and previously for a year in 1998-1999.

**Adrian Rocskay** has more than 12 years experience with the MIOSHA program, primarily focused on occupational health, including six years as a regional supervisor. Adrian holds a Ph.D. in Industrial Hygiene from the University of Michigan, a Masters of Science in Environmental Policy and Law from Michigan

State University, and a Bachelor of Science degree in Biology from the University of New Orleans.

### Bureau of Commercial Services

**Tim Teague** was promoted to Audit Manager in Audit and Administrative Services, effective Monday, October 27. Tim has been with the Bureau for about 10 years, and was a lead auditor in the Detroit Office. He is both a Certified Public Accountant and Certified Fraud Examiner.

**Sara Hernandez** received a promotion in October, when she moved from the Enforcement Division to the Licensing Division. She is now working for Suzanne Jolicoeur, with CPA licensing.

**Elizabeth Band** will be working within the BCS Enforcement Division's Compliance, Legal & FOIA Section, representing the department in contested case hearings. Her desk is located in the Preliminary Review/Complaint drafting area of the Division on the second floor in the Okemos office. Ms. Band is an Administrative Law Specialist on reassignment from the Department's Employment Security Board of Review.

### MIOSHA Consultation Education & Training Division

Judy Mintz, P.E. joined the Consultation Education & Training Division on Oct. 27. Judy is

assigned to work from the Saginaw office where she will have access to several other top-notch BSR industrial hygienists (compliance officers in the GI Safety & Health Division). Judy's territory will include 20 counties in the north-east quadrant of Lower Michigan. Judy has a B.S. in Mechanical Engineering and three years ago, successfully passed the rigorous exam to become a Registered Professional Engineer. She has 7 years of experience in the mechanical engineering field with extensive work designing ventilation systems and working with building owners, mechanical contractors, architects and other engineers. Prior to that, she held various internships as a research assistant and Computer Aided Design operator.